

# BAHAR CORE MARINE SERVICES – L.L.C – S.P.C

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## HUMAN RIGHTS POLICY

### Document Control

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Approved By	Managing Director
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### 1. Policy Statement

Bahar Core Marine Services is committed to respecting, protecting, and promoting internationally recognized human rights across all areas of its operations, including marine engineering, offshore technical support, cargo handling, maintenance, automation, and consultancy services.

Bahar Core operates in alignment with the following international standards and frameworks:

- Universal Declaration of Human Rights (UDHR)
- International Labour Organization (ILO) Core Conventions
- United Nations Guiding Principles on Business and Human Rights (UNGPs)
- Applicable UAE Labour Law and regulations
- International maritime and offshore best practices

Human dignity, fairness, equality, safety, and non-discrimination are fundamental principles guiding all Bahar Core business activities.

## **2. Scope**

This policy applies to all Bahar Core employees (shore-based and field personnel), temporary staff, contractors, subcontractors, suppliers, and business partners operating on behalf of Bahar Core.

## **3. Core Commitments**

### **3.1 Modern Slavery, Forced Labour & Human Trafficking**

Bahar Core maintains zero tolerance for forced labour, bonded labour, involuntary prison labour, human trafficking, or any form of modern slavery.

Bahar Core strictly prohibits the retention of passports, identity documents, travel documents, or personal deposits as a condition of employment.

All employment must be voluntary, and employees are free to terminate employment in accordance with applicable law and contractual terms.

### **3.2 Child Labour**

Bahar Core does not employ individuals below the legal minimum working age as defined by UAE law. Hazardous work shall not be performed by any individual below the age permitted by applicable regulations.

### **3.3 Equal Opportunity & Non-Discrimination**

Bahar Core provides equal employment opportunities regardless of nationality, gender, religion, race, ethnicity, disability, age, marital status, or any other protected characteristic under applicable law.

### **3.4 Prevention of Harassment & Abuse**

Bahar Core maintains a zero-tolerance approach toward workplace harassment, sexual harassment, bullying, intimidation, or any form of verbal or physical abuse.

### **3.5 Fair Wages, Benefits & Working Conditions**

Bahar Core complies with all applicable wage laws, including minimum wage, overtime compensation, rest periods, and statutory leave requirements.

### **3.6 Safe & Healthy Workplace**

Given the operational nature of marine and offshore activities, Bahar Core prioritizes occupational health and safety as a core human rights obligation.

Bahar Core implements risk assessments, safety training, provision of appropriate PPE, emergency preparedness measures, and stop-work authority where unsafe conditions exist.

### **3.7 Freedom of Association & Expression**

Where permitted by law, Bahar Core respects employees' rights to raise concerns, express workplace issues, and engage in lawful dialogue without fear of retaliation.

## **4. Supply Chain Responsibility**

Bahar Core expects all suppliers and subcontractors to comply with this Human Rights Policy. Suppliers must ensure that equivalent standards are cascaded to their subcontractors and workforce.

Bahar Core reserves the right to assess, monitor, audit, and request corrective actions where human rights risks are identified.

## **5. Human Rights Due Diligence**

Bahar Core applies a risk-based approach to supplier and contractor screening. Higher-risk engagements may be subject to enhanced due diligence and ongoing monitoring.

## **6. Grievance Mechanism & Non-Retaliation**

Employees and stakeholders may raise concerns through designated reporting channels, including direct management contact or confidential email reporting.

Bahar Core strictly prohibits retaliation against any individual who raises concerns in good faith. Any retaliation will result in disciplinary action, including possible termination.

## **7. Governance, Monitoring & Review**

This policy forms part of Bahar Core's management system framework and shall be reviewed annually or as required.

Senior management is responsible for ensuring effective implementation of this policy across all operational areas.

Authorized and Approved by:

Mr. Armindo Gomes

Managing Director – Bahar core Marine Services - L.L.C – S.P.C

(Signature) Armindo Gomes (Date) 01 July 2025